



WORKING GROUP

EQUITY DIVERSITY INCLUSION

MINUTES

MEETING DETAILS

Committee/Work Group	Diversity, Equity & Inclusion
Chair(s)	Amanda Colacicco & Jodi Bucholtz
Date	March 15, 2023
Time	10:00 – 11:00
Location	Zoom
Attendees	Jodi Bucholtz; Karynn von Cramon; Sharon Halladay; Melissa Francis; Lori Taylor; Erin Lee; Elle Halladay; Kimberley Gavan; Amanda Colacicco; Dan McCrae; Hector Hernandez
Regrets	Sharon Halladay; Hector Hernandez; Melissa Francis; Erin Lee

AGENDA ITEMS

Item	Owner	Date
<p>Welcome & Introductions</p> <p>Goodbye & thank you to Elizabeth Snyder of QCL. Elizabeth is being replaced by Lori Taylor. Welcome Lori!</p> <p>Goodbye & thank you to Shannon Bruce of UWEO. Shannon is being replaced by Elle Halladay. Welcome back Elle!</p> <p>Goodbye & thank you to Amanda Colacicco, our co-chair, who announced at this meeting that she will be leaving Leeds & Grenville to become the Executive Director of Family & Children’s Services of Frontenac, Lennox & Addington. Many congratulations to Amanda!</p>		
Review of Workplan – For Discussion		

<p>We discussed Jodi’s case study presentation, which was received well at both tables. Using video at the Every Kid table went without a hitch. Jodi will join both tables for the reflection and follow up discussion at our April meetings.</p> <p>The topic for our May meetings is a governance reflective activity focused on how we take the learnings of the past year and incorporate them into the governance, policies, and Board activities of our respective partner organizations. Given this is a one-day session we may send out reflective questions in advance and use the discussion to gather information and to inform an education topic for next year.</p> <p>Action(s)</p> <ol style="list-style-type: none"> 1. Karynn to send invite to Jodi for April 5 EKIOC Lead Table Meeting. 2. Jodi to lead follow up discussion re. case study at April table meeting. 	<p>Karynn</p> <p>Jodi</p>	<p>March 15, 2023</p> <p>April 2023</p>
<p>Quarterly Forum Update – For Information</p> <p>Save the Date! April 5 12 – 2 Elder Amy Bailey will be speaking on the why, who, how, when & why of Land to help us recognize how we can establish an authentic Land Acknowledgement</p> <p>Registration:</p> <p>https://algonquincollege.zoom.us/meeting/register/tJAqdu-spjgtE90IW3uMr3ZNNsZzIKT2l0iv</p>		
<p>Reconciliation & Equity Framework: A Guide for Child Welfare Leaders - For Information</p> <p>Amanda reviewed with us how FCSLLG has actualized the Framework developed by OACAS and suggested how our work group and other organizations might benefit from using it as a framework.</p> <p>Task(s):</p> <ol style="list-style-type: none"> 1. Amanda will be communicating with OACAS about whether the framework can be shared more widely in our community for this purpose. 	<p>Amanda</p>	<p>April 2023</p>
<p>Timing of Meetings as a Barrier – For Discussion</p> <p>We agreed that the timing of our meetings (weekday, mid day) may pose a barrier to participants not employed in our</p>		

<p>sector, particularly those with lived experience who would contribute a great deal. We discussed the option of alternating weekday and evening meetings, perhaps starting every other meeting at 5:00.</p> <p>Task(s):</p> <ol style="list-style-type: none"> 1. We will put this on our June Agenda for possible introduction in September. 	Karynn	June 2023
<p>Partner/Indigenous advisor to review Indigenous portion of website & to provide leadership regarding Truth & Reconciliation learnings – For Discussion</p> <p>We agreed that it is critical that we have an Indigenous advisor involved in any work that we do in the Indigenous sphere be it our website or TRC work identified by the EKIOC lead table. We need a system in place for proper consultation. We also agreed that people with lived experience are often asked to provide their knowledge for free and that that is not appropriate. Finally, we understand sensitivities around stepping outside of traditional territories. All of these questions and concerns led us to conclude that we actually need Indigenous advice about how to engage the advice/consultation we seek. Are we asking the right questions or approaching this in the right way?</p> <p>Task(s):</p> <ol style="list-style-type: none"> 1. Jodi will reach out to her contacts/partnerships to see if someone might be available to have this initial conversation with us. 	Jodi	April 19, 2023
<p>Next Meeting: April 19 10:00 – 11:00 by Zoom</p>		